

23rd April 1947] [Mr. President]

who moves and from the Member who opposes the motion, may without further debate put the question thereon. I have decided to put the question now. The question is—

'That the Madras City Tenants' Protection (Amendment) Bill, 1947, sought to be introduced by the hon. Sri R. Suryanarayana Rao, will be given leave by this House.'

The question was put and lost.

Poll was demanded by Sri R. Suryanarayana Rao and the House divided thus:—

Ayes.

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| 1 K. Uppi Sahib Bahadur. | 7 Mrs. Mona Hensman. |
| 2 K. T. M. Ahmed Ibrahim Sahib Bahadur. | 8 Mrs. M. N. Clubwala. |
| 3 Sri B. Narayanaswami Nayudu. | 9 S. K. Sheik Rowther Sahib. |
| 4 Abdul Latif Farookhi Sahib. | 10 Sri R. Suryanarayana Rao. |
| 5 Dr. Syed Tajuddin Sahib. | 11 Mr. K. O. Anthoni. |
| 6 Sri M. D. T. Kumaraswami Mudaliyar. | 12 Dr. V. K. John. |
| | 13 Sri D. Krishnamurthy. |
| | 14 „ H. M. Jagannatham. |

Noes.

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| 1 The Hon. Dr. T. S. S. Rajan. | 12 Sri C. N. Muthuranga Mudaliyar. |
| 2 The Hon. Sri K. Madhava Menon. | 13 „ T. Purushotham. |
| 3 Sri K. Venkataswami Nayudu. | 14 „ N. Ramabhadra Raju. |
| 4 „ B. Bhima Rao. | 15 „ A. Govindacharyulu. |
| 5 „ L. Subbarama Reddi. | 16 „ A. K. A. Ramachandra Reddiyar. |
| 6 „ S. A. S. Rm. Ramanathan Chettiyar. | 17 „ S. Jayaram Reddiyar. |
| 7 „ S. K. Satagopa Mudaliar. | 18 „ N. Ranga Reddi. |
| 8 „ M. Narayana Menon. | 19 „ G. Venkata Reddi. |
| 9 „ M. Narayana Rao. | 20 „ P. R. K. Sa ma. |
| 10 „ N. Sankara Reddi. | 21 „ S. B. Adityan. |
| 11 „ N. Venkatachalamaji. | 22 „ C. Veerabhadra Rao. |

Neutrals.

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| 1 Dr. Sir A. Lakshmanaswami Mudaliyar. | 2 Sir James Doak. |
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Ayes 14; Noes 22; Neutrals 2.

The motion was lost. The leave to introduce the Bill was not granted.

B.—RESOLUTIONS.

- (1) UNIFORM SCALES OF SALARIES TO THE SUBORDINATE AND INFERIOR SERVICES.

* MR. PRESIDENT:—“The resolution of Sri R. Suryanarayana Rao left over for discussion will now proceed.

“I need not point out to hon. Members that there are nine items in the Agenda and we have not got much time before us, and I, therefore, request all hon. Members to be very brief and quick.”

* K. T. M. AHMED IBRAHIM SAHIB BAHADUR:—“Before proceeding further, Sir, may I point out that we are very much handicapped on account of the fact that we are having only two or three hours for non-official business and we are having very few non-official days during these sessions.”

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* MR. PRESIDENT :—" The House is very conscious of that fact and I am sure the rules will be amended making provision for separate days for non-official business for the House and the other House. Till then we must get on with the present restriction."

* MR. K. O. ANTHONI :—" When are we rising to-day, Sir? "

* MR. PRESIDENT :—" As soon as we finish the business."

* ABDUL LATIF FAROOKHI SAHIB BAHADUR :—" Sir, when I spoke about this resolution on the last occasion, hon. Members who are occupying Ministerial Benches now, were ordinary members of this House and, Sir, at that time they sympathised with the object of the resolution so ably moved by my hon. Friend, Mr. R. Suryanarayana Rao. Now, that they are occupying places of responsibility and it is in their hands to give effect to this resolution and I am sure, Sir, that a patient hearing will be given and due consideration will be shown to the object of this resolution so that people who are suffering for want of adequate salaries will be given sufficient amount so that they might not continue to suffer under the same difficulties under which they are suffering at present. One other thing I have to mention, Sir, and that is the feelings of those for whom this resolution has been moved. They feel that in spite of the fact that the new Ministry has come into office, nothing substantial has been done to increase the salaries of low-paid Government officials.

" No consideration, Sir, has also been given to the long years of service that have been put by these people. When I spoke last, I referred to the house-rent allowance given to the Government servants. House-rent allowance is given to people getting salaries up to Rs. 80 per mensem but people who are getting a few rupees more than Rs. 80 are not given that allowance. We can imagine, how, in these difficult days, when everybody knows that prices are going up every day—and there is no limit to the increase in prices—it is possible for these low-paid Government servants to pay the house-rent and meet the educational expenses of their children, besides the doctor's bill on account of the deterioration in health and on account of the fact that they are not able to get food, and also meet the expenses connected with cloth which is rising every day. Sir, it is perhaps no secret to say that if a man wants some more cloth, he has to pay the black-market price for it and Government servants who are getting low salaries cannot be expected to be an exception to this rule. They have to go along with other people and have to pay more and, therefore, Sir, whatever salaries they are getting are not adequate for them."

4-15 P.M. * MR. PRESIDENT :—" May I take it that all these Members who have given notice of their resolutions are anxious to get their resolutions done to-day? "

* DR. V. K. JOHN :—" I am very anxious, Sir."

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* MR. PRESIDENT :—“ So, I suppose you will support me when I say that I will fix a time-limit, not more than ten minutes, for each speaker. I will be very strict, I warn all of you. Five more minutes for Mr. Farookhi.”

* ABDUL LATIF FAROOKHI SAHIB BAHADUR :—“ I know the anxiety of all non-official members to see that their resolutions are moved. Being myself one of them, I know how keen non-official members are to see that somehow or other the resolutions are taken up by this House and therefore I will not take much of the time of the House.

“ I now come, Sir, to the salaries of the peons. According to the revised scale, they get Rs. 16— $\frac{1}{2}$ —25. Sir, with a basic pay of Rs. 16, a dearness allowance of Rs. 16 and a house-rent allowance of Rs. 5 in the Madras City it is not possible for a peon to pull on. We do not know how this Rs. 5 has been fixed by the Government as house-rent allowance. It is almost impossible—I have the recent experience of a teacher who was not able to get a room for even Rs. 7 and when after great difficulty he was able to get one for Rs. 7, the owner of the house told him that he wanted something mittaikhana—i.e., something for buying sweets—which he won't adjust towards the rent. Such being the case, anybody who has got some experience of the difficulty of getting a room in the City can understand how this Rs. 5 is insufficient even for a peon to pay as rent for his house. Therefore, Sir, it is essential and absolutely necessary that the Government which has recently come into office should show its sympathy with the peons whose salary is very small and who are coming to their offices from long distances. As their houses are far away, they cannot walk all the distance to their offices, particularly in these hot days, and they have to pay their bus or tram charge, and therefore this Rs. 16 going up to Rs. 25 with a small dearness allowance and a smaller house-rent allowance can never be sufficient for them, if we all want that they should live as human beings.

“ Sir, the scale of pay that has been fixed for the non-gazetted officers was fixed in the year 1920 and the revised scale—or whatever is contemplated to be fixed by the Government which is appearing in the papers—cannot be commensurate with the rise in the prices which, as I have already pointed out, are soaring up every day. Therefore, Sir, the non-gazetted officers have a right upon the Government, have a right upon the country, have a right to ask the people for a living wage. They quite understand that there may not be sufficient money with the Government, that there is not sufficient provision in the budget; but, Sir, the question is, are these poor people to suffer on account of the fact that the Government feel there is not sufficient money with them? The Government can raise money by some means or other; Government when they want to do something, they do it somehow; people feel that the Government do not care for what the people feel, they do not care to know how this House regards the items of their expenditure, how many items are unnecessary and all that—in spite of all this, the Government go on doing what they want.

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Sir, it is necessary that some provision should be made for an increase in the salaries of these people. Let me point out here that ordinary labourers in the Buckingham and Carnatic Mills who still have grievances and who say they are not prepared to work, get much more than what the peons, the duffadars and even sometimes attenders, and perhaps also sometimes the clerks in Government service get. Along with what they get as regular pay, they get bonus, they get more leave, they work for less number of days in a month than do the Government servants, and they also get other amenities. And yet you find they go on strike now and again saying that they are not getting enough. Such being the case, I would like to request the Government to examine the case of these people, see how people outside in commercial firms are being paid, how in spite of that they are agitating for more—of course I do not say their agitation is wrong; I even feel they are still getting less. Let the Government find out for themselves whether it is not a fact that the persons employed in commercial firms are getting more than what the non-gazetted officers and the attenders and peons in Government service are getting. Such being the case, the Government should pay heed to their requirements and see that they get as much as is needed for the maintenance of themselves and their families.

"Sir, only one or two sentences with regard to teachers. When I spoke last, I pointed out their difficulties; and in spite of the Hon. the Education Minister's promise, as reported in the papers, that the condition of the teachers will be examined and more pay will be given to them, I think nothing has been done in their case up till now. In regard to the case of teachers in aided schools, their lot is as unenviable as the lot of teachers in Government schools. Their case also should therefore be considered.

"I thank you, Sir, for the time you have given me as I know every member is anxious to have an opportunity to speak, I now second the resolution and finish my speech."

* MR. PRESIDENT :—" May I point out to hon. Members that they have got a definite scheme of the Government before them; and if any definite criticism of that scheme is forthcoming, the Government will take it as a help in coming to a decision. Instead of making general observations, I wish hon. Members would give definite criticisms of the scheme put forward by the Government."

* ABDUL LATIF FAROOKHI SAHIB BAHADUR :—" May I know if it is with regard to the salaries? "

* MR. PRESIDENT :—" Yes."

* ABDUL LATIF FAROOKHI SAHIB BAHADUR :—" If the Government say that they are not able to pay more than a particular limit of pay and if they want the assistance of the Members to show to them by what means money can be raised to meet the legitimate demands of these people, I think it will be possible for Members of this House to show to Government how best the Government can raise money to meet the demands of these people. But the Government . . . "

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* MR. PRESIDENT :—" The hon. Member has not caught my point. Instead of saying ' pay more,' ' pay more,' it is better you refer to a particular item mentioned in the scheme drawn up by the Government. There is the Sub-Committee's report, and they say there that various services in the various departments have to be paid in a particular manner. If you refer to that scheme propounded by the Government and say how it is defective in any particular, it will be really helping them to come to proper conclusions."

* DR. V. K. JOHN :—" Mr. President, Sir, in my opinion this resolution does not even touch the fringe of the problem which it is supposed to touch. The Finance Minister may say that he has so much money at his disposal and he must spend it in the best way he can. But in my opinion, this House is not particularly concerned with the standard of living of only the subordinate and inferior servants of Government; this House is concerned with the standard of living of every man and every woman in this Province. What the Government ought to do is to provide means for raising the standard of living of everybody and see that every person born in society has the minimum standard of living, that he is in possession of the minimum amount of the good things of the world, that he is fed, clothed, educated and medically attended to. Now, Sir, this can be done not by merely distributing what the Government collects to Government officers in priority to others, but this can be done only by a new orientation, by a new policy which we find introduced in a socialistic State. I may ask the Minister concerned here to have an economic policy, say a five-years' policy, not only for Government servants, not only for teachers, but also for men who are employed and those who are unemployed, in fact for everybody born in society, and see that everybody is able to maintain a minimum standard of living. It is the duty of the Government to put up a plan for a new economic structure of society under which everybody will have a minimum standard of living.

" With these observations, Sir, I support the motion before the House."

* DR. SIR A. LAKSHMANASWAMI MUDALIYAR :—" Mr. President, Sir, I wish to touch upon the Education Department in regard to salaries. But before doing so, may I be permitted to offer a few general remarks?

" Sir, it seems to me that, on the question of the reorganization of the services and the salaries to be paid, the Government have to take into consideration the exact position as it is to-day and see what the effect of their proposals are on other agencies which have also to engage labour for various purposes. I am one of those who feel that this question of dearness allowance has to be tackled by the Government. Have they any definite idea as to when dearness allowance will cease; have they any idea at all, taking the economic factors into consideration, of a date by which dearness allowance will not become necessary? In spite of the fact that there has been some little improvement in pay and that dearness allowance is being given to these employees, why is it that there is so much of dissatisfaction among all grades of Government servants? The dissatisfaction is quite legitimate because if

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you take into consideration the cost of living from time to time, the surprising fact will be found that with each increase in dearness allowance, the cost of living has gone up. The reason is simple; the dearness allowance has only given rise to an inflation in the market, to an increase in black-market processes and to an extended use of hoarding amongst the people that are accustomed to hoard. Therefore, although the Government are trying to take such steps as are necessary for stopping this black-marketing and this hoarding, the dearness allowance that is being paid to these unfortunate people, on which naturally the Government feels a little sour, is a step which the Government are taking to inflate the market and really to encourage the black-marketers. That is the feeling, Sir, among the people which I think can be understood. I realize that so far as black-marketing is concerned, and so far as dearness allowance is concerned, it is a heritage that this Government have got from the Government of India. The step that might have been taken was entirely different; the control of prices and the regulation of the commodities necessary for life, must have been the primary object both of the Government of India and of the Provincial Government. Having failed to do that, they have now taken to that vicious process of trying to meet as far as possible the inflated prices. I would not confine the blame to some of those who wish to sell at higher prices; but if you ask for instance any person who deals in chillies as to why he sells at higher prices, he gives the answer 'I cannot but sell at higher prices because I cannot get my rice, my tamarind and my various other articles except at exorbitant prices.' So, we are going on from vicious circle to vicious circle, and somewhere this ought to be broken. And I suggest to the Government to consider seriously the steps by which, with the concurrence and with the co-operation of the Government of India whenever they have these respective food conferences, they can bring down the prices without doing any injustice to the producers concerned.

"Sir, my next point is in regard to the dearness allowance. While Government is prepared to pay their employees dearness allowance temporarily, they are putting a very heavy strain on organization which have not got the capacity which the Government has got in the matter of increasing their revenues. Many institutions have got very little funds but since Government is paying dearness allowance to their employees, organizations like the University of Madras have naturally to follow the example of Government in this matter. So far as the University of Madras is concerned, it costs them a lakh of rupees for a year. This is really a heavy burden on a University like the Madras University which is struggling to make both ends meet in order to increase the utility of the student population to-day in regard to research and other matters. So, we are heavily handicapped for want of funds and we have to depend upon external sources to supplement our funds. Similarly, there are many other institutions and organisations which find it difficult to meet their increasing expenditure.

"Sir, in referring to the Educational department in my last Budget speech, I had said that it was unfortunate that at present the staff in the Education department were more or less under-paid.

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and that it was not possible to get the type of recruits that we required. We must get the right type of men at least for the higher posts in the educational service, such as the Assistant Professors and Assistant Lecturers. The existing scale for this class of Government servants is Rs. 100—10/2—200 and the Salaries Sub-Committee of the Cabinet recommended a scale of Rs. 125—5—170—7—240 plus Rs. 5 for L.Ts. The increase recommended is not much. In this connexion, I would like to bring to the notice of Government that as they put an absolute ban on what is known as Grade I because, the majority of those who are promoted to this grade from the lower grades of the teaching profession are on the old scales of pay and so they are not materially benefited on promotion. Under those circumstances, some of these persons who could be very much more advantageously recruited to the Education department are not willing to take up the posts and we are very much handicapped for want of competent personnel.

“Coming to the question of the teachers’ pay, I should like to mention the scales of pay suggested for the lower elementary grade teachers, the higher elementary grade teachers and the secondary grade teachers. They are Rs. 20—35, Rs. 25—40 and Rs. 80—140 for B.A., L.Ts., respectively. These scales are very unattractive and Government are not able to get sufficient number of recruits for these posts whereas the number of vacancies that are likely to arise is very great. So, unless the different grades of teachers are adequately paid, it will not be possible for us to get teachers in sufficient numbers to man the existing institutions as well as the institutions which we will develop in future. I hope Government will replace these scales by better scales on a reconsideration in the light of some of the facts that I have mentioned and that they will take the necessary steps as early as possible. I would suggest a re-examination of the whole question by a really large and representative committee so that they could not only meet the immediate needs but also the future needs based on what the ultimate policy of the Government with regard to education is going to be. I need not speak on the question of salaries of Government servants in general, because many hon. Members have dealt with that subject.”

* K. T. M. AHMED IBRAHIM SAHIB BAHADUR :—“Sir, I rise to support the resolution. When one goes through the Press Note issued by the Cabinet Salaries Committee of the Government, one feels that the basis of the Salaries Committee’s Report is not sound and correct because they have based their increments on the salaries originally fixed for the various services and these scales have been very low. They had simply thought that it would be all right if they proposed some increments to the original scales of pay. I think that is not the proper course that they should have adopted. The proper course would have been to find out the salaries which would be sufficient for these officers to maintain themselves. For example, Sir, we find that the salaries of certain persons start from Rs. 16 and the maximum salary is Rs. 25. I would like to ask how on earth these people, whose salary is Rs. 16 and who will

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ultimately draw a salary of Rs. 25 after a long period of service, will be able to maintain themselves, not to speak of their capacity and ability to maintain their families consisting of five or six or even ten members. Therefore, Sir, the proper method for the Government would have been to find out the amount required for a man to run his family under existing circumstances and then to proceed to fix the increments and also the scales for the several kinds of officers according to other factors like nature of work, qualifications, etc. This incorrect perspective vitiates the entire scheme.

" Sir, in several departments, you find that there are officers whose salary is fixed at Rs. 16, Rs. 25 and so on. This is not sufficient even to meet the cost of the food and clothing of that particular officer, not to speak of the food and clothing of the members of his family. So, the whole scheme must be revised. Unless, it is revised, we cannot expect these inferior officers to be honest and not to resort to other methods of supplementing their income to maintain themselves and to find food and clothing and residence for their families.

" Coming to details, Sir, I would first take the Government Press. I find that with regard to the salaries of the lino operators and mono operators in the Government Press, the Salaries Sub-Committee have not made any appreciable increments in their salaries. Originally there were three grades. It began from Rs. 45 and ended with Rs. 95. Now, the three grades are abolished and there is only one grade, the grade now starts from Rs. 45 and ends with Rs. 105 with efficiency bar at Rs. 75. We find here that the minimum start is not increased while in regard to the maximum, there is only an increment of Rs. 10 extra. I cannot understand why these monotype operators and the linotype operators should not be given increments commensurate with the increments given to other officers to the same Press. On the other hand, these poor people deserve better consideration because a man who starts as a linotype operator or a monotype operator has to retire as such and he cannot hope to get promotion to any other branch. I must also mention that many of the operators die while on duty because the nature of their work is such that they are more often infected with lead poisoning and other similar diseases as the direct result of the atmosphere in which they have to work. So, it is but natural that there must be a proper revision in their salaries. The other officers in the Government Press, such as binders, etc., can hope to be promoted to other grades whereas the lino operators and the mono operators must retire as such. So, it is but mete and proper that they must be given proper increment in their salaries.

" Then I would like to draw the attention of the Government in regard to another type of officers, namely, the Executive Officers of Panchayat Boards. Only Graduates are selected for appointment to these posts and they were given training for two months in or about 1941. Originally there were three grades. The scale of the first grade was Rs. 80—5—100, the second was Rs. 65—3—80 and the third was Rs. 50—3—65. Now, a person who is entertained as a third grade Panchayat Officer will take 48 years to reach the

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maximum of Rs. 100. These officers are put in charge of particular villages and are entrusted with responsible work. Some officers who work under them such as the Sanitary Inspectors, draw higher salaries than these Executive Officers. This is a very anomalous position. Therefore, I would appeal to the Government to see whether it is not necessary to revise their salaries also.

"Sir, my hon. Friend, Dr. Lakshmanaswami Mudaliyar, has spoken about teachers and hence it is not necessary for me to refer to them in detail. Still I want to say one word about the elementary school teachers. The lower grade elementary school teachers start on Rs. 20 and when they retire they receive the glorious salary of Rs. 35. How can they maintain themselves? How are they to give education to their children? Again, the higher elementary grade teachers are given a scale of Rs. 25—45 and the secondary grade teachers are given a scale of Rs. 60—80. Even there, a discrimination is made between the teachers in Government service and teachers in municipal and local board service. I ask, why should there be this difference between the salaries of teachers under Government and those of the teachers under local bodies. They have got the same qualifications; they have got to do the same kind of work and so their salaries must be the same. Above all, the teachers must be given living wages taking into consideration the cost of living at the present time and also the fact that they are charged with the education of our children who are to be the future builders of the nation. If you are paying them like this, how can you expect them to do their work satisfactorily? Unless they are paid adequately, they are compelled to find other methods of supplementing their income, they must be above want.

"Freedom from want must be the aim of the Government so far as the officers of the Government are concerned. Unless you make them free from want, how can you expect them to do their duty properly? I have seen with my own eyes in the Secretariat some of the Government servants, the lower division clerks and even the upper division clerks, are receiving money orders from their homes in order to maintain themselves. Their parents send them money in the hope that their sons would be able to earn adequate afterwards. That may perhaps be a foolish hope. (Interruption.) I feel for these poor parents who send money to these people, and so I am saying this."

* MR. PRESIDENT:—"There is nothing wrong; parents like to send money to their children."

* K. T. M. AHMED IBRAHIM SAHIB BAHADUR:—"What about the children of those people, who now receive money from their parents? They must also be able to send money to their children in their turn and they will be paupers according to present circumstances. That is why I say that the whole frame-work of this salary revision is entirely wrong and the Government must give at least a minimum living wage for those under their employment. Otherwise, they will be forced to supplement their income by other sources, legal or illegal."

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4-45
p.m.

MR. K. O. ANTHONI :—“ Mr. President, Sir, I have given notice of my intention to move a resolution with special reference to the salaries of teachers. I understand that there is a sort of feeling that this question is connected with the resolution that is now under discussion and that I may have to face the eventuality of my resolution being ruled out. (Sri R. Suryanarayana Rao : ‘ You need not bother about it. ’) My hon. Friend, Mr. Suryanarayana Rao says I need not bother myself. But, Sir, I am really bothered in view of the agitation that exists among the teachers. I am not convinced that this question is substantially identical with the resolution we are now discussing, but in any case, since several speakers have referred to the subject, I want particularly to bring to the notice of this House, I think, that it is as well I shall take this opportunity of speaking on this resolution.

“ Sir, the resolution that I have given notice of is—

that this Council is of the opinion that the revised scales of salaries announced in respect of non-gazetted services of Government and local bodies in the Education department and those recommended for the teachers of aided educational institutions are not consistent with the increased cost of living and rise in the standard of life and recommends to the Government that the minimum scales of equal pay on the basis recommended by the Central Advisory Board of Education should be immediately sanctioned to all teachers whatever may be the agency under which they are employed.’

“ Sir, before speaking on this resolution, let me say one or two things about the gravity of the situation with regard to this matter. While reporting on the problem of education in Great Britain a few years ago, the Committee report began with these words : ‘ Upon the education of the people of this country the fate of this country depends.’ Those are the words with reference to Great Britain which spends £33.2 per head of the population on education. In our country the comparable figure for 1938-39 was Re. 0-8-9. I need not tell you what is the state of literacy in Great Britain and in India. India to-day is on the threshold of Independence and if the democratic basis on which we are going to work our country’s salvation were to prove a success and, it has to be worked on some system like adult franchise, it is highly necessary that education should be much more widespread in the country. Otherwise, chaos and confusion are sure to result.

“ Now, before spreading education further, I think it is quite necessary that we should consolidate our position with regard to education in this Province. From all the reports received from the different parts of the province, especially with regard to the salaries of teachers, I think, we are passing through a very critical stage. It is not a secret that I am divulging to the House when I say that teachers in different parts of the country have already threatened direct action. The Hon’ble Mr. Fisher speaking in the House of Parliament said that ‘ the anxious teacher is a bad teacher, the embittered teacher is a social danger.’ I think our teachers

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will become enemies of society if this question is not tackled in a satisfactory manner. I deplore the tendency to direct action on the part of the teachers and it looks as if our national industry is going towards direct action—there are already strikes and things of that sort—in the near future. But, one thing, I cannot but remark here with regard to teachers. There has been no social justice meted out to them. The salary paid to them does not create an impression in the minds of honest people that they had a fair deal. Now the general complaint is that the teaching profession has not been given the same consideration as men of similar qualifications in other Government service have had.

“ I shall now deal, for brevity's sake, with secondary and elementary education teachers' grievances. First, in regard to secondary school teachers, the Government have prescribed one scale for teachers in Government schools and a lower scale for teachers in local bodies and no scale is prescribed for teachers in private-managed institutions, but there is an inducement given to managements of private schools to pay less to their teachers. The inducement comes this way. If the managements are unable to pay the same scales as local bodies, the Government offer to pay half the difference between the scales that obtain in the local bodies and the scales that obtain in the private-managed schools. Therefore, the natural tendency on the part of the private managements will be to pay less than the local bodies. I therefore suggest that the pay of the Government school teachers should be enforced on local bodies and private managements. The Government's explanation is that, if Government scales are prescribed, the local boards and private managements will be forced to close down their schools because they would not be able to pay that much of salary to their teachers, in the result, Government might be forced to take over those schools. This raises a very fundamental question. After all, whose financial responsibility is it to run the secondary education institutions? I categorically say that it is beyond the capacity of private managements. Private agencies come into the picture only in order to help the Government in their running a national service, but that does not absolve the Government of their responsibility to see that the private managements are helped to pay their teachers adequately. Equal work should be paid in equal manner; equal work and equal pay should be the rule. There are about 600 secondary schools in the province of which somewhere about 300 are private-managed schools, 250 under local board managements and 40 to 50 are Government schools. Sir, private managements are levying higher fees from their pupils to pay their teachers. It is an injustice done to the tax-payer and there is no reason why the tax-payer should pay more in the case of aided schools where the amenities provided are considerably less than those in local board schools or Government schools. So, unless the Government fix the scales on Government school basis, the private managements will not pay in spite of the Government offering to pay half as dearness allowance. Now, if the private managements have not adopted the Government scales, it is because they have not got the money.

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The Government take their stand on the Code. Then, Sir, this Code is a very old Code and I think it was framed some 50 years ago, if I am not mistaken. So, Sir, Government must immediately revise the Code and if that be not possible, they must at least come out with an interim relief to private managements in order to enable them to pay their teachers on the Government scales.

I understand, Sir, that the additional expenditure involved in paying the teachers of local board and private-managed institutions on the basis of the Government scales will be somewhere in the neighbourhood of 15 crores of rupees. I am not sure the Hon. Minister for Education will not take objection if I were to say that it is a flee-bite on the budget of 50 crores.

Sir, another contention of the Government is that the teachers in the Government schools have administrative and executive work. On close examination by people competent to speak on the subject, this has been considered a fallow argument. In their recently published Press Communiqué, the Government have also stated that in filling up the vacancies in the administrative staff, the teachers of local boards and private managements also will be given a chance. After all, what is the number of such vacancies that would arise. Apart from all that, what the teacher wants is adequate pay on the basis of the Government scale.

The salaries paid by private managements are from grants paid by the Government. Higher elementary grade teachers in private-managed schools are paid Rs. 20—1—25; local boards Rs. 25—1—40; and Government Rs. 25—1—45. The secondary grade teachers under private managements Rs. 25—1—35; local boards Rs. 35—1 $\frac{1}{2}$ —65; Government Rs. 40—3—55—2—85. Again, Sir, there is a very unjustifiable differentiation shown between the teachers in the Government schools and those in local boards and private managements.

Now, with your permission, Sir, I will just quote a sentence or two from the Sargent Scheme, because my resolution refers to that, in order to show what scales have been recommended by that important document.

The Sargent Committee reports says:

The minimum national scale for teachers in Junior Basic (Primary) Schools (including Infants and Nursery Schools) should be Rs. 30—1—35—3 (biennially) 50 per mensem. The same scale is recommended both for men and women. The Committee regard it as essential that teachers of village schools should have free houses, where this is not possible, 10 per cent should be added to their salaries. This scale, which has been framed for what may be described as normal in rural areas, may be increased up to 50 per cent to meet the needs of areas where the cost of living or other factors necessitate a more generous scale, for example, in Delhi or one of the Provincial capitals, the initial salary for primary teachers may be raised to Rs. 45 and the maximum to Rs. 75.

For teachers in Senior Basic (Middle) Schools, the minimum scale recommended is Rs. 40—2—80 per mensem with the same provision as in the case of primary teachers for increasing it to meet the needs of more expensive areas. Here also the Committee see no reason for differentiating between men and women.

The scales prescribed above are for ordinary assistant teachers in the different types of school.

The Committee have also held out hopes for improvement of the scales of salaries of all headmasters.

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[Mr. K. O. Anthoni]

"So then, Sir, the scales that the Government teachers have been getting in this Province are much below than what the Sargent Committee have themselves adopted. But, if the Sargent Committee recommendation cannot be given effect to now, the minimum that the teachers would want is the Government scales to be adopted and that on a uniform basis both in the local boards as well as in private-managed institutions.

"Once again, I bring to the notice of the Treasury Bench that there is a keen feeling on this matter that it is very unsafe to leave such an asset of the nation of to-morrow in the hands of the people who would be discontented as teachers. I support the resolution."

THE HON. SRI B. GOPALA REDDI:—"Sir, the arguments 5 p.m. advanced by the various speakers are well known and I am sure hon. Members must be awaiting my well-known answer. So soon after the budget session, I did not expect that I will be confronted with a resolution from this learned House regarding the question of salaries. During the budget session, Sir, under the various demands moved by the Ministers in the other House, Member after Member raised the question of salaries of the various non-gazetted officers and gazetted officers in various departments. So it is my very unpleasant duty to say that while I sympathize with every argument advanced by them, I can only say at this time that the whole matter can be considered if there is any necessity for reconsideration in the light of the various remarks made. After all, it is a question of the taxable capacity of the people, the *per capita* income of the people and I fail to see how best we can meet these various demands from the various departments. I was listening with great attention, Sir, to the hon. Members of this House in the hope that they will give some suggestions to the Government how best they could augment their resources so that these legitimate demands from these various services could be met but no Member, including my learned Friend, Dr. Sir A. Lakshmanaswami Mudaliyar, chose to suggest how best we can meet these various demands."

SRI C. N. MUTHURANGA MUDALIYAR:—"You can raise the Excess Profits Tax by 50 per cent."

THE HON. SRI B. GOPALA REDDI:—"I am asking my colleagues to call for an early session of both the Houses so that they can consider some of the taxation methods. After hearing these arguments, I am doubly reinforced that something urgently should be done, viz., to impose more taxation. If that will suit the convenience of the Members and if that can give some money to the Government whereby we can meet some of these demands, we shall certainly do something and try to please these unfortunate subordinate services.

"But I am yet to find an officer, whether he is in the highest rung of his career or in the lowest rung, who is satisfied with his own salary. I have talked to many of the I.C.S. people and they are not satisfied with their own emoluments in spite of the very lavish scales sanctioned by the Secretary of State. So it is a very

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unfortunate situation and year after year, the Member in charge of Finance will have to say 'I am sorry my budget does not allow me to relax the rules any further.' So these matters have to be borne by the Members and the press in regard to the claims made by the subordinate officers and the teachers.

"With regard to the teachers, I would say that I have every sympathy for them and the Education Minister and myself are trying our best to see what we can do within the limited provisions of the budget. We are also trying to press on the Government of India if we can get something from them so that we can raise the salaries of the teachers but I do not know what the Hon. Member in charge of Education in the Government of India will say about it.

"Sir, so soon after our assumption of office, we had to raise the salaries of constables. The constables, also as the teachers, were threatening to strike and if the police people go on strike, it would be a very alarming situation and we had to take him by the forelock and do something to raise their salaries. We did raise the salaries at a cost of something like 17½ lakhs to the Government and when the salaries of constables have gone up naturally the poor workers in the jails are pressing for their claims and they want a similar treatment. That matter is under the consideration of the Government. It will again cost the Government some Rs. 1,19,000 to give this parity treatment for these 1,500 workers. Whatever we do, even a small gesture will mean lakhs of rupees to the Government and hence our difficulty to comply with these demands straightaway. Last year, the Salaries Sub-Committee has revised the scales. They have taken great labour in going into the whole question, complicated questions, and they have done something to raise the standard of living of these unfortunate officers. I do not know whether so soon after that revision this Government should undertake a thorough revision of the whole question and straightaway increase their salaries. The position with regard to the cost of living index is rather clumsy. The index is going up and down as a barometer in a stormy weather. So we had to take the normal period and fix the prices. It was fixed up at 80 per cent over and above the pre-war, i.e., 1939 level. So this is the standard on which the salaries were based and I hope it will come to that level in the very near future.

"A point was raised whether we could not give the salaries to our staff on the lines that the Buckingham and Carnatic Mills or some other commercial firms are doing. I do not know whether Government can compete with these companies who are profit-earning institutions like the textile mills and automobile companies. Ours is not a profit-earning institution. We have to get the money from the very unfortunate people who are toiling in the villages unable to bear the heavy taxation that is imposed by the Government. So, Sir, Government cannot compete with Buckingham and Carnatic Mills, or the Madura Mills or any other private company in paying wages to their subordinates.

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"The question of house-rent allowance was also raised by hon. Members. The matter is under consideration. We are thinking of raising it from 80 to 100 per cent. We have not taken any definite decision about it but we hope to arrive at a decision ere long.

"In conclusion, Sir, I have every sympathy with the resolution. What best we can do within the limited provisions, we will do. I request the hon. the Mover of the resolution not to press this resolution to a division."

* SRI R. SURYANARAYANA RAO :—"Mr. President, Sir, I listened with rapt attention to the pronouncements of the new Minister for Finance. I must confess, Sir, I am sadly disappointed. In the course of my speech commending this resolution to this House, I pointed out that such increases as the Government have given to certain services were not based on any scientific data or any known basis. Neither the cost of living has been taken into account nor any other consideration had entered. As I showed to you, Sir, in some cases the increase was 133 per cent rise while in other cases it was 9 per cent or 7½ per cent. I wanted, Sir, the Government to give us an undertaking that they would look into these anomalies first of all and see that justice is done to the services which have been badly treated."

The HON. SRI B. GOPALA REDDI :—"I am prepared to give that consideration, Sir."

* SRI R. SURYANARAYANA RAO :—"I may tell at once, Sir, the Government as such will not be in a position to look into these things. If only the Leader of the House had been good enough to supply the Members of this House with a copy of the Cabinet Sub-Committee Report, which unfortunately is still considered confidential, we would have shown them under each service how the Cabinet Sub-Committee was influenced in giving certain increases in some cases and not giving increases in other cases. Sir, you may remember during question time to-day the question of the Boiler Inspectors and the staff employed under them came up. I put a pointed question to the Hon. the Minister in charge of the Boiler Inspectorate whether the Cabinet Sub-Committee had received any proposals from the head of that department with regard to the emoluments of his employees and he said they did not. Sir, the Cabinet Sub-Committee yielded where departmental heads pressed the needs of their staff and where the departmental heads did not do justice to the staff employed under them, they had to suffer under the recommendations of this Cabinet Sub-Committee. I mentioned, Sir, in my opening speech to-day of an example. No proposals were sent to the Sub-Committee to raise the salaries of the peons. I may mention, Sir, they ought to have been more vocal than they have been. Unfortunately, Sir, though they have been, day in and day out, serving the Hon. Members who sit on these Treasury Benches, who know their trials and difficulties perhaps much more intimately than we do, why did not this Cabinet Sub-Committee, Sir, at least

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consider the case of these peons? As regards attenders, Sir, I am informed the previous Ministry has revised their salaries after we made out a case in February when I made the motion. The increase given is so small that, compared with the work which these attenders have to do, it is practically nothing.

"If the Hon. the Minister for Finance, Sir, had only stated that the Government would appoint a Pay Commission or some committee to go into the whole question of salaries to see that justice is done to these people to the extent possible and the finances of the Province permit and see that all services got equal treatment, equal work and equal and adequate pay, I would have certainly, Sir, withdrawn my resolution but the Hon. Minister still says he will consider the matter. In the midst of the heavy work which the Hon. the Finance Minister has, he will not have the time to look into these individual cases of services. Sir, with due deference to the capacity of my Friend, the Finance Minister, I may submit this is a very complicated subject. The question of services, their emoluments, the grades to be fixed and the ultimate limit to which these services can reach, are all very technical and only one well versed in administration can look into these.

8-15
p.m.

"Secondly, Sir, with regard to the unfortunate teachers, my Friend, the Finance Minister, said he and the Minister for Education have been straining their nerves to see where to find the money. Sir, I show them the money. Have they not so far withdrawn from the reserves?"

THE HON. SRI B. GOPALA REDDI:—"They have withdrawn from the reserves on account of the food problem."

* SRI R. SURYANARAYANA RAO:—"I can say as I have also shown to the Hon. the Minister for Finance during the discussion on the supplementary demand that if they manage their affairs well, there is enough money even with prohibition. I maintain you have enough money. But because you are engaged in sponsoring so many wild schemes for which you are making provision in lakhs but whose progress is not what the amounts spent on them would warrant, it is because of this that the case of people, who work and need adequate salaries, is not considered. I do not think that the amount required to give adequate salaries to teachers would exceed fifty lakhs of rupees. Why should the Government of India give money for elementary education which is a Provincial subject? Have you put into effect the post-war education schemes which have received their assent to justify your asking them to give you the promised help? You do not want to put into effect the post-war education schemes but introduce all kinds of new things into the educational system and ask the Government of India to come to your aid. I shall not be surprised if the Member in charge of Education of the Government of India turns the request down. After all elementary education is a charge on the revenues of this Province and why should the Government of India help you with funds for the sake of elementary education? Why should you not find the money required from retrenchment? There again a Cabinet Committee on retrenchment is sitting. I

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submit that in the midst of their onerous duties, it will not be possible for the Hon. Ministers to work on this Committee and do justice to the task. Let them entrust that work to some Committee in whom they have absolute faith and let them sit in judgment on their recommendations. I am sure, if the Retrenchment Committee is appointed, much more money can be saved by abolishing unnecessary posts and withdrawing all unnecessary schemes. But that apart, the situation in the educational service is very serious and if you do not do proper justice to these teachers before the re-opening of schools after the vacation, you would be faced with an awkward position. You have taught them that you are afraid of strikes and that you are afraid of demonstrations. They know how the Secretariat staff was appeased when they led a demonstration and they threatened to strike. It looks as though even the Police constables threatened strike and they were appeased. So you have taught all services that the only method of obtaining appeasement is by having recourse to that weapon of strike. If they strike, it is not the teachers who suffer but it is the education of our children. Let us remember that we must not play with this question especially with salaries of teachers as this Government is trying to do. Let us be fair to the teachers and let everybody engaged in education be given equal treatment, be he employed under Government, local boards or an aided management. Supposing the teachers strike, you cannot put them in jail as the Central Provinces Ministry did. If they merely demonstrate, you may use the lathi charge and you may arrest some people and have them convicted. But that is not the way you should treat a profession which has been on its bended knees making representations to this Government that their case should be considered. To ask the lower elementary teachers in the City of Madras or in any place to live on Rs. 25 a month is to ask him to do the impossible. I have with me a letter which, if I read, will, I know, bring tears in the eyes of even the Hon. Minister for Finance. It is the heart-rending tale of a man who is forced to make his women wear torn rags stitched in hundreds of places. He is not getting the money with which to buy clothes. You may give him the ration card but he has not even got the money to feed a number of souls in his house? He has given up all his luxuries. I do not want to tire the patience of this House though I know that the reading of my letter may have effect, unless the party whip has been issued already. I do not want to do it. I want the Government to do bare justice to these low-paid employees who have been patiently bearing the burden. The Hon. the Minister said that the cost of living index is going up and down. I can certainly say that it has never gone down. Let us look into the cost of living index figure, in spite of the very doubtful character of the figures, the figures that have been supplied show everywhere an upward tendency and what is the meaning of saying that it is going down? We must state things as they are and as practical men see to what could be done to save the lives of these unfortunate men, to whose hands we have committed our children. My hon. friend, Mr. Anthoni, quoted the Rt. Hon. Fisher as saying that a discontented,

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disgruntled and a hungry teacher is a menace to the community. Are we going to entrust our children into the hands of these people who will be the harbingers of Communism? That is the ground where Communism will take easy root. What will happen if you do not do justice to this class of people but at the same time demand from them services and do not pay enough for their services? I beg of the Hon. the Finance Minister not to simply give the answer of the kind which I expect a bureaucrat to give; I beg him to enter into the minds of these long suffering teachers and see how their suffering can be alleviated. Our finances, I maintain, are not bad. You may retain Prohibition; but give up all your wild schemes. If only money is saved by proper adjustment of expenditure, we have enough. That is why I begged the Hon. the Minister for Finance to be the watch dog of the finances of this Province."

MR. PRESIDENT :—" I think he has not disappointed you."

* SRI R. SURYANARAYANA RAO :—" He has disappointed me in being the watch dog in respect of the services over which he should not have exercised so much concern.

" I once again implore that this question should be discussed anew. that the Cabinet Sub-Committee's report should be scrapped though it may form the basis for further consideration by a Committee consisting of two or three persons as the Ministers with their onerous duties will not be able to do justice to that work. The sooner they do it the better but let them finish their work and announce their decision before the schools re-open after the vacation. Otherwise they may be faced with schools which may become pandemonium; there may be some boys in the schools but the teachers will not be there. I warn the Government that as a well-wisher of this Ministry they should tackle this question so that people may realize that their woes are known to those that ought to know them and got them redressed by them and thereby the well-being of the community may be promoted. I do not propose to withdraw the resolution."

* MR. PRESIDENT :—" All the powerful advocacy of the hon. Member will not be wasted on the Government. But what is the purpose of your pressing this resolution? I am sure the Hon. Minister has not read your speech moving the resolution and he will do it hereafter and if he assures that he will review the matter, where is the harm in withdrawing it? You must also know that the Hon. Minister has taken charge of his portfolio very recently and if he is able to assure you that he will look into the whole matter, need you press the resolution?"

* SRI R. SURYANARAYANA RAO :—" The Minister for Education has been a great disappointment to us. I am afraid he has not been pressing the case of the teachers as he ought to have done before the Cabinet Sub-Committee. I had occasion to discuss the question with him. He did not seem to realize the gravity of the situation and he seems to feel that they can be got for five and ten rupees as people engage them for private tuition. The Government have no conception of the kind of education that

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our children should receive and their conception of the teacher is wrong. I wish the Hon. Minister for Education were present here. Unless the Government assure that the whole question will be reviewed and that it will not be confined to a Cabinet Sub-Committee's report but that a fresh approach will be made and the whole thing will be considered anew and that as far as possible they would do their best before the schools re-open especially with regard to teachers and other services, I must press my resolution. I know this is not going to be carried and we will be defeated. I press this resolution not in a spirit of triumph. I must satisfy my conscience whether in all fairness I have put forth their case so that at least my conscience is free and I may have the feeling that I have not let down people who deserve better."

* DR. SIR A. LAKSHMANASWAMI MUDALIYAR :—
"After the powerful appeal of the hon. Member, I would beg of him not to press the resolution. I think its very object will not be served by following that course. I feel that what he has said about the teacher is correct and the effect of it will be far greater if you give a chance for the Government to see what they are going to do."

SRI B. BHIMA RAO :—"I would also add my appeal to my hon. friend not to press the resolution. Every one has deep sympathy with the principle of the resolution and the object of the resolution will be defeated if pressed to a division."

* SRI R. SURYANARAYANA RAO :—"I hope, Sir, that the Hon. Minister for Finance will take up this matter in hand and have it examined in an impartial manner and see that justice is done to all classes of employees. There has been an increase of 133 per cent in the case of some and a bare 7½ per cent in the case of others. It is impossible for me to reconcile these variations. I wonder if the basic salary of those that got an enhancement of 133 per cent was so low. If he will give me an assurance that the whole thing will be examined and will not harp on what the previous Sub-Committee has done, I have no objection. As I said, I know the fate of this resolution."

* MR. PRESIDENT :—"That is far too much to expect of the Hon. Minister. I am sure he will give due consideration to this subject. I believe the hon. Member has the leave of the House so withdraw the resolution."

The resolution was by leave of the House withdrawn.

(2) MEASURES FOR THE UPLIFT OF THE SCHEDULED CASTES.

* SRI H. M. JAGANNATHAM :—"I beg to move—

'that this Council recommends to the Government that a committee be appointed to examine the adequacy of the existing measures for the uplift of the Scheduled castes